

Guilds

A guild is an association of professionals across an organization who oversee the practice of their craft.

A guild will meet on a regular basis to share experience and develop skills. This can help prevent teams from forming silos in a scaled environment and also be a key strategy for staff development.

The Guild



Challenge & Learn

- Challenge and learn from each other
- Reflect effectively
- Give each other feedback
- Sharpen your saw



Psychologically Safe Environment

- Share weaknesses to learn and explore
- Making mistakes is mandatory
- No judgements!
- What happens on the guild, stays on the guild



Focused & Actionable

- Becoming better in your role
- Share experiences and ideas
- Peer training on focused issues
- Output should be actionable
- Knowledge and experience exchanged



Toolbox

- Teach and discover new tools and techniques
- Learn what works and what doesn't
- Share best practices



Time-box

- Use time effectively and wisely
- Be concise
- Address important topics



Energetic & Fun

- Exercise, play, laugh

Examples of guilds

- Agile / scrum guild
- Design thinking guild
- Product guild
- Test automation guild
- Security guild

